**Calvin Heights Baptist Church Constitution**

**DBA: Bridge42 Church**

**Article I – Name and Location**

 The legal name of the corporation is Calvin Heights Baptist Church. This corporation will be further referred in this constitution and in the bylaws as “the church”. The church will do business as “Bridge42 Church.”

 The principal office for business transactions of the church is 107 Calvin Heights St. Morganton NC, in Burke County. The Elder Board of the church shall have the power and authority to establish other offices at any place or places where the church is qualified under applicable law to do business.

**Article II – Mission**

The Mission of Bridge42 Church is **to love God, love others, and make disciples**. The Church shall accomplish this mission:

1. Through regular public worship opportunities which include, prayer, the preaching and teaching of the Word of God, and the administration of the Ordinances of Believers Baptism and Communion.
2. Through regular opportunities for small group teaching and fellowship
3. Through regular mission and service opportunities.
4. Through voluntary affiliations with other churches conventions, and ministries

The goal of all programs, ministries and opportunities of the Church shall be to contribute to the church’s mission to teach people to become Disciples of Jesus Christ, which we understand to be **someone who is learning to follow the Ways of Jesus.** All programs, ministries, and opportunities shall approach this mission with the foundational understanding that **discipleship starts in the home. (Matthew 22:36-40; 28:16-20; 1 Timothy 5:8)**

**Article III – Affiliation**

The Church is autonomous and maintains the right to govern its own affairs. However, recognizing the benefits of cooperation the church may voluntarily affiliate with other churches, conventions, and ministries for the purpose of fulfilling its mission. The affiliations of the Church will be public knowledge in a forum approved by the Elder Board. Any changes in the affiliations of the church will be presented to the body of the church. **(Acts 14:23, 20:28; 1 Peter 5:1-3)**

**Article IV – Statement of Faith**

**THE BIBLE: We believe that the sixty-six books of the Bible are God's written revelation for all of humanity. These books were written by human authors under the perfect guidance of the Holy Spirit, so that the Bible is the very Word of God-supernaturally inspired in every word and absolutely free from error in the original documents. God's Word is the final authority in all that it says. Therefore, it must be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises. (Psalm 19:7-12, 2 Timothy 3:16, 2 Peter 1:20-21)**

**THE TRIUNE GOD:**There is one and only one living and true God. He is an intelligent, spiritual, and personal Being, the Creator, Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. God is all powerful and all knowing; and His perfect knowledge extends to all things, past, present, and future, including the future decisions of His free creatures. To Him we owe the highest love, reverence, and obedience. The eternal triune God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being. **(Deuteronomy 6:4-9; Psalm 22:27-28, 82:8, 147:5; Ephesians 1:3-14; Ezekiel 18:4; John 10:30, 14:16-17; Luke 3:21-22; 1 Corinthians 8:6)**

**GOD THE FATHER:** God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. He is all powerful, all knowing, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ. He is fatherly in His attitude toward all humanity. **(Genesis 1, Exodus 6:1-3, 15:11, 20:1, Psalm 19:1-3, Matthew 6:9, 7:11, 23:9, 28:19, John 4:24, 5:26, 14:6-13, 17)**

 **JESUS CHRIST: We believe that Jesus Christ is the only begotten, eternal Son of God and promised Savior of humanity. He was conceived by the Holy Spirit, born of a virgin, and lived a perfect life free from sin and guilt. As the promised Messiah, Jesus Christ was crucified on a cross, and His death provided the all-sufficient atonement for sin. Jesus was bodily resurrected on the third day, He ascended into heaven, and now reigns over all things as the righteous Judge, the head of the church, and the supreme Lord. (John 1:1-18, 2 Corinthians 5:21, Colossians 1:15-20, 1 Corinthians 15:1-8)**
 **THE HOLY SPIRIT: We believe that the Holy Spirit is the great Sanctifier and Helper of the church. The Holy Spirit regenerates sinful people, unites them with Christ, and seals them forever into God's family. He comforts, assures, instructs, and empowers Christians for godly living and fruitful service. The Holy Spirit inspired the Scriptures, brings unity to the church, and gives spiritual gifts to the members of Christ's body. Through His abiding presence, believers experience the enduring hope, peace, and joy that God gives to all of His children. (John 14:15-21, 16:5-15, Acts 1:8, Romans 8:1-17, Ephesians 1:13-14)**

**SALVATION: We believe that all people have sinned against God, and therefore all stand under His just condemnation without defense or excuse. While this judgment would ultimately result in everlasting, conscious separation from God's blessed presence, salvation is possible because of Jesus Christ's redemptive work on the cross. Through His substitutionary atonement, Jesus paid the divine penalty for sin so that people might have their sins forgiven and be restored to a right relationship with their Creator. Salvation is freely given when individuals, through the regenerating work of the Holy Spirit, receive the gift of faith, repent of their sins, and believe in Jesus Christ as Savior and Lord. Believers are immediately made spiritually alive and receive the gift of eternal life. They are forever adopted into God's family, and as such, display evidence of God's sanctifying work throughout their lives. (Genesis 3, Isaiah 53:1-6, Romans 3:9-26, 2 Corinthians 5:21, Galatians 2:20, John 3:16-17, Romans 10:9-13, Ephesians 2:1-10, Luke 13:40-43)**

**THE CHURCH: We believe that the church consists of all people who have faith in Jesus Christ. As members of Christ's body, those in the church should regularly: devote themselves to the teaching, study, and application of God's Word; seek the Lord in earnest prayer; experience the power of authentic, life-changing fellowship; and engage their community and the world with God's truth through acts of compassion and witness. The church also practices two ordinances instituted by Christ: baptism and the Lord's Supper. In all these things, the church pursues its ultimate purpose-to exalt Christ by spreading His glory and proclaiming His gospel. (Matthew 28:18-20, Acts 2:42-47, 1 Corinthians 11:23-26 Ephesians 4:11-16)**

THE CHRISTIAN AND SOCIETY: All Christians are under obligation to see God’s Kingdom come on Earth as it is in heaven. Means and methods used for the improvement of society and the establishment of righteousness can be truly and permanently helpful only when they are rooted in the Gospel. In the spirit of Christ, Christians should oppose racism, every form of greed, selfishness, and vice, and all forms of sexual immorality, including adultery, homosexuality, and pornography. We should work to provide for the orphaned, the needy, the abused, the aged, the helpless, and the sick. We should speak on behalf of the unborn and contend for the sanctity of all human life from conception to natural death. Every Christian should seek to bring industry, government, and society as a whole under the sway of the principles of righteousness, truth, and brotherly love. In order to promote these ends Christians should be ready to work with all people of good will in any good cause, always being careful to act in the spirit of love without compromising their loyalty to Christ and His truth. [**Exodus 20:3-17**](http://biblia.com/bible/hcsb/Exodus%2020.3-17)**;**[**Leviticus 6:2-5**](http://biblia.com/bible/hcsb/Leviticus%206.2-5)**;**[**Deuteronomy 10:12**](http://biblia.com/bible/hcsb/Deuteronomy%2010.12)**;**[**27:17**](http://biblia.com/bible/hcsb/Deuteronomy%2027.17)**;**[**Psalm 101:5**](http://biblia.com/bible/hcsb/Psalm%20101.5)**;**[**Micah 6:8**](http://biblia.com/bible/hcsb/Micah%206.8)**;**[**Zechariah 8:16**](http://biblia.com/bible/hcsb/Zechariah%208.16)**;**[**Matthew 5:13-16**](http://biblia.com/bible/hcsb/Matthew%205.13-16)**,**[**43-48**](http://biblia.com/bible/hcsb/Matthew%205.43-48)**;**[**22:36-40**](http://biblia.com/bible/hcsb/Matthew%2022.36-40)**;**[**25:35**](http://biblia.com/bible/hcsb/Matthew%2025.35)**;**[**Mark 1:29-34**](http://biblia.com/bible/hcsb/Mark%201.29-34)**;**[**2:3ff**](http://biblia.com/bible/hcsb/Mark%202.3ff)**.;**[**10:21**](http://biblia.com/bible/hcsb/Mark%2010.21)**;**[**Luke 4:18-21**](http://biblia.com/bible/hcsb/Luke%204.18-21)**;**[**10:27-37**](http://biblia.com/bible/hcsb/Luke%2010.27-37)**;**[**20:25**](http://biblia.com/bible/hcsb/Luke%2020.25)**;**[**John 15:12**](http://biblia.com/bible/hcsb/John%2015.12)**;**[**17:15**](http://biblia.com/bible/hcsb/John%2017.15)**; Romans 12–14;**[**1Corinthians 5:9-10**](http://biblia.com/bible/hcsb/1Corinthians%205.9-10)**;**[**6:1-7**](http://biblia.com/bible/hcsb/1Corinthians%206.1-7)**;**[**7:20-24**](http://biblia.com/bible/hcsb/1Corinthians%207.20-24)**;**[**10:23-11:1**](http://biblia.com/bible/hcsb/1Corinthians%2010.23-11.1)**;**[**Galatians 3:26-28**](http://biblia.com/bible/hcsb/Galatians%203.26-28)**;**[**Ephesians 6:5-9**](http://biblia.com/bible/hcsb/Ephesians%206.5-9)**;**[**Colossians 3:12-17**](http://biblia.com/bible/hcsb/Colossians%203.12-17)**;**[**1 Thessalonians 3:12**](http://biblia.com/bible/hcsb/1%20Thessalonians%203.12)**; Philemon;**[**James 1:27**](http://biblia.com/bible/hcsb/James%201.27)**;**[**2:8**](http://biblia.com/bible/hcsb/James%202.8)**.**

RELIGIOUS LIBERTY: God alone is Lord of the conscience, and He has left it free from the doctrines and commandments of men which are contrary to His Word or not contained in it. Church and state should be separate. The state owes to every church protection and full freedom in the pursuit of its spiritual ends. In providing for such freedom no ecclesiastical group or denomination should be favored by the state more than others. Civil government being ordained of God, it is the duty of Christians to render loyal obedience thereto in all things not contrary to the revealed will of God. The church should not resort to the civil power to carry on its work. The gospel of Christ contemplates spiritual means alone for the pursuit of its ends. The state has no right to impose penalties for religious opinions of any kind. The state has no right to impose taxes for the support of any form of religion. A free church in a free state is the Christian ideal, and this implies the right of free and unhindered access to God on the part of all men, and the right to form and propagate opinions in the sphere of religion without interference by the civil power.

[**Genesis 1:27**](http://biblia.com/bible/hcsb/Genesis%201.27)**;**[**2:7**](http://biblia.com/bible/hcsb/Genesis%202.7)**;**[**Matthew 6:6-7**](http://biblia.com/bible/hcsb/Matthew%206.6-7)**,24;**[**16:26**](http://biblia.com/bible/hcsb/Matthew%2016.26)**;**[**22:21**](http://biblia.com/bible/hcsb/Matthew%2022.21)**;**[**John 8:36**](http://biblia.com/bible/hcsb/John%208.36)**;**[**Acts 4:19-20**](http://biblia.com/bible/hcsb/Acts%204.19-20)**;**[**Romans 6:1-2**](http://biblia.com/bible/hcsb/Romans%206.1-2)**;**[**13:1-7**](http://biblia.com/bible/hcsb/Romans%2013.1-7)**;**[**Galatians 5:1**](http://biblia.com/bible/hcsb/Galatians%205.1)**,**[**13**](http://biblia.com/bible/hcsb/Galatians%205.13)**;**[**Philippians 3:20**](http://biblia.com/bible/hcsb/Philippians%203.20)**;**[**1 Timothy 2:1-2**](http://biblia.com/bible/hcsb/1%20Timothy%202.1-2)**;**[**James 4:12**](http://biblia.com/bible/hcsb/James%204.12)**;**[**1 Peter 2:12-17**](http://biblia.com/bible/hcsb/1%20Peter%202.12-17)**;**[**3:11-17**](http://biblia.com/bible/hcsb/1%20Peter%203.11-17)**;**[**4:12-19**](http://biblia.com/bible/hcsb/1%20Peter%204.12-19)**.**

THE FAMILY: God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood, or adoption. Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race. The husband and wife are of equal worth before God, since both are created in God's image. The marriage relationship models the way God relates to His people. A husband is to love his wife as Christ loved the church. He has the God-given responsibility to provide for, to protect, and to lead his family. A wife is to submit herself graciously to the servant leadership of her husband even as the church willingly submits to the headship of Christ. She, being in the image of God as is her husband and thus equal to him, has the God-given responsibility to respect her husband and to serve as his helper in managing the household and nurturing the next generation.

Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to demonstrate to their children God's pattern for marriage. Parents are to teach their children spiritual and moral values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honor and obey their parents. [**Genesis 1:26-28**](http://biblia.com/bible/hcsb/Genesis%201.26-28)**;**[**2:15-25**](http://biblia.com/bible/hcsb/Genesis%202.15-25)**;**[**3:1-20**](http://biblia.com/bible/hcsb/Genesis%203.1-20)**;**[**Exodus 20:12**](http://biblia.com/bible/hcsb/Exodus%2020.12)**;**[**Deuteronomy 6:4-9**](http://biblia.com/bible/hcsb/Deuteronomy%206.4-9)**;**[**Joshua 24:15**](http://biblia.com/bible/hcsb/Joshua%2024.15)**;**[**1 Samuel 1:26-28**](http://biblia.com/bible/hcsb/1%20Samuel%201.26-28)**;**[**Psalms 51:5**](http://biblia.com/bible/hcsb/Psalms%2051.5)**;**[**78:1-8**](http://biblia.com/bible/hcsb/Psalms%2078.1-8)**;**[**127**](http://biblia.com/bible/hcsb/Psalms%2078.127)**;**[**128**](http://biblia.com/bible/hcsb/Psalms%2078.128)**;**[**139:13-16**](http://biblia.com/bible/hcsb/Psalms%20139.13-16)**;**[**Proverbs 1:8**](http://biblia.com/bible/hcsb/Proverbs%201.8)**;**[**5:15-20**](http://biblia.com/bible/hcsb/Proverbs%205.15-20)**;**[**6:20-22**](http://biblia.com/bible/hcsb/Proverbs%206.20-22)**;**[**12:4**](http://biblia.com/bible/hcsb/Proverbs%2012.4)**;**[**13:24**](http://biblia.com/bible/hcsb/Proverbs%2013.24)**;**[**14:1**](http://biblia.com/bible/hcsb/Proverbs%2014.1)**;**[**17:6**](http://biblia.com/bible/hcsb/Proverbs%2017.6)**;**[**18:22**](http://biblia.com/bible/hcsb/Proverbs%2018.22)**;**[**22:6**](http://biblia.com/bible/hcsb/Proverbs%2022.6)**,**[**15**](http://biblia.com/bible/hcsb/Proverbs%2022.15)**;**[**23:13-14**](http://biblia.com/bible/hcsb/Proverbs%2023.13-14)**;**[**24:3**](http://biblia.com/bible/hcsb/Proverbs%2024.3)**;**[**29:15**](http://biblia.com/bible/hcsb/Proverbs%2029.15)**,**[**17**](http://biblia.com/bible/hcsb/Proverbs%2029.17)**;**[**31:10-31**](http://biblia.com/bible/hcsb/Proverbs%2031.10-31)**;**[**Ecclesiastes 4:9-12**](http://biblia.com/bible/hcsb/Ecclesiastes%204.9-12)**;**[**9:9**](http://biblia.com/bible/hcsb/Ecclesiastes%209.9)**;**[**Malachi 2:14-16**](http://biblia.com/bible/hcsb/Malachi%202.14-16)**;**[**Matthew 5:31-32**](http://biblia.com/bible/hcsb/Matthew%205.31-32)**;**[**18:2-5**](http://biblia.com/bible/hcsb/Matthew%2018.2-5)**;**[**19:3-9**](http://biblia.com/bible/hcsb/Matthew%2019.3-9)**;**[**Mark 10:6-12**](http://biblia.com/bible/hcsb/Mark%2010.6-12)**;**[**Romans 1:18-32**](http://biblia.com/bible/hcsb/Romans%201.18-32)**;**[**1 Corinthians 7:1-16**](http://biblia.com/bible/hcsb/1%20Corinthians%207.1-16)**;**[**Ephesians 5:21-33**](http://biblia.com/bible/hcsb/Ephesians%205.21-33)**;**[**6:1-4**](http://biblia.com/bible/hcsb/Ephesians%206.1-4)**;**[**Colossians 3:18-21**](http://biblia.com/bible/hcsb/Colossians%203.18-21)**;**[**1 Timothy 5:8**](http://biblia.com/bible/hcsb/1%20Timothy%205.8)**,**[**14**](http://biblia.com/bible/hcsb/1%20Timothy%205.14)**;**[**2 Timothy 1:3-5**](http://biblia.com/bible/hcsb/2%20Timothy%201.3-5)**;**[**Titus 2:3-5**](http://biblia.com/bible/hcsb/Titus%202.3-5)**;**[**Hebrews 13:4**](http://biblia.com/bible/hcsb/Hebrews%2013.4)**;**[**1 Peter 3:1-7**](http://biblia.com/bible/hcsb/1%20Peter%203.1-7)**.**

MARRIAGE, GENDER, SEXUALITY: We believe that God wonderfully and immutably creates each person as male and female. These two distinct, complementary biological sexes together reflect the image and nature of God. Rejection of one’s biological sex is a rejection of the image of God within that person. We believe that the term “marriage” has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture. We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other. We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman. We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God. We believe that in order to preserve the function and integrity of Bridge42 Church as the local Body of Christ, and to provide a biblical role model to the Bridge42 Church members and the community, it is imperative that all persons employed by Bridge42 Church in any capacity, or who serve as volunteers, agree to and abide by this Statement on Marriage, Gender and Sexuality. We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ We believe that every person must be afforded compassion, love, kindness, respect, and Dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of Bridge42 Church. **Genesis 1:26-27 . (Mark 12:28-31; Luke 6:31, Acts 3:19-21; Rom 10:9-10; 1 Cor 6:9-11 (Matt 5:16; Phil 2:14-16; I Thess. 5:22, Matt 15:18-20; 1 Cor 6:9-10, Gen 2:18-25, 1 Cor 6:18; 7:2-5; Heb 13:4**

**THE FUTURE: We believe that all of human history is moving toward the certain return and final revelation of Jesus Christ. At Christ's return all those opposed to God will be subject to His wrath, but the redeemed will receive eternal rewards and enter into an everlasting state of glory with Christ. God will end redemptive history by creating a new heaven and a new earth. There His people will finally experience unhindered worship of Him and enjoy everlasting fellowship with Christ and with one another. This certain hope should fill believers with great confidence and joy as they anticipate their blessed and eternal future. (Acts 1:7, John 14:1-3, 1 Corinthians 15:50-57, Revelation 20:11-15, 21:1-7)**

**Article V – Church Governance**

 The overall authority, direction, and management of the ministry, operations and finances of the Church shall be vested in the Elder Board. The Elder Board are designated as the directors of this corporation**. (Acts 20:28, 1 Peter 5:1-3)**

**Article VI – Non-profit status, dissolutions, and mergers**

 The church is a non-profit corporation under the laws of the State of North Carolina so long as such ruling remains valid and applicable to the church. The exemption is granted under Internal Revenue Code 501(c)(3).

 In the event of a voluntary dissolution of the church, the net asset of the church shall be distributed to one or more non-profit organizations. The distribution will be in accordance with a passing vote of the Elder Board as defined in the church bylaws. In the event of the merger of the church with another church the net assets of the church will be contributed to the surviving entity.

**Bylaws of Calvin Heights Baptist Church**

**DBA: Bridge42 Church**

**Article I – membership**

**Section 1: Membership Requirements and expectations:** Membership within Calvin Heights Baptist Church (DBA Bridge42 Church) hereafter referred to as “the Church” is first precipitated on one becoming a follower of Jesus Christ through having repented of sin, professing faith in Christ, and being baptized following this profession of faith. All members of the church shall agree to, sign, and abide by the church **Membership Covenant**, and be presented before the Church for congregational affirmation. (**Acts 2:47, 1 Corinthians 1:2; 12:12-31)**

The covenant members of the church shall vote on the matters of (a) the annual operating budget; (b) all financial business associated with the purchase or sale of real estate or new construction; (c) expenses for all other aspects of unbudgeted church business that exceeds five hundred dollars with the exception of buildings and grounds upkeep (d) acceptance of and amended or restated constitution or bylaws; (f) merger or dissolution of the church (f) hiring of pastoral staff members and (g) other actions deemed major and extraordinary by the Elder Board.

All items above will be communicated to the church not less that fourteen (14) days prior to the vote. The results of such votes will be publicly communicated to the church at the earliest convenient time after they are known.

To resign membership, a member must notify the Eldership of the Church. **(Hebrews 13:17)**

**Section 2: Discipline and removal**: Discipline within the church will be enforced in accordance with the **Church Discipline Guidelines** following the general outline of **Matthew 18:15-20 & Galatians 6:1-5**. Members of the church will be removed from membership for reasons of (a) death (b) request for removal (c) transfer request of membership to another church or (d) the elder’s decision based upon the process of the Church Discipline Guidelines for the cause of unrepentant sin (e) The Elder’s decision as a result of the procedures outlined in Article 1 Section 3. Any disputes concerning membership shall be settled by the Elder Board.

**Section 3: Membership Review:** The eldership of the church shall maintain an accurate, up to date roster of active Covenant members of the Church. To ensure that this list is both accurate and up-to-date the eldership shall at a very minimum conduct an annual review of the Church membership. During the review period, covenant members may be moved to an “inactive members list” if the covenant member is actively seeking membership in another Church. A covenant member should be removed all together if they are able to participate in the life of the church and are choosing not to participate in the life of this church or any other church. Contact information should be kept for former members by the administrator. No membership status should be changed during review periods until every effort has been made by the eldership to contact the covenant member in question. (**Hebrews 13:17)**

**Article II – The Eldership**

**Section 1: The Eldership**: The Elders are recognized as Christ’s under-shepherds of the local church. As its chief officers, they shall:

a. Preach and teach the Word of God

b. Protect the church from false teachers

c. Exhort and admonish Christians in sound doctrine

d. Judge doctrinal issues

e. Visit and pray for the sick

f. Lead, direct, and manage the church, including the preparation and oversight of

 the budget.

The terms elder, pastor, overseer, and shepherd are used interchangeably in the New Testament. Elders should work in cooperation to make sure that they are effective in carrying out their responsibilities, mindful that they are those who are keeping watch over the souls of their flock, as those who will have to give an account **(Hebrews 13:17; Titus 1:5-2:8**).

**Section 2: Qualifications of Elders**: The minimum qualifications for elders shall not be less than those listed in **I Timothy 3:1-7** and **Titus 1: 6-9**. In addition to the biblical qualifications given in the Scriptures, elders must be male Covenant Members, as described in Article 1, who fully subscribe to the **Statement of Faith,** are actively involved in ministry of the church.

**Section 3: The Elder Board:** The leadership of the Church is vested within the Eldership. The eldership shall form an Elder Board which will be responsible for giving direction to the Church and its ministries. A minimum of three men shall form the Elder Board. Board members shall serve a term of four years as long as he remains scripturally qualified to do so. However, an Elder may resign from the Elder Board for personal reasons at any time. The Elder Board will have officers but will function as a group of peers. (**Acts 15:22-35)**

Regular meetings of The Elder Board shall be held from time to time. Any meeting may be held by conference telephone or similar communication equipment, as long as all Board members participating in the meeting can hear one another. All such Board Members shall be deemed present at such meetings.

A proper quorum is defined as seventy-five percent (75%) of the Board. A quorum is required for voting matters. The Elders shall strive to settle all matters by unified consent **(Philippians 2:2).** If unified consent cannot be reached, a passing vote of equal to or greater than seventy-five percent (75%) of the Elders present will be required for a matter to pass.

Elders shall not participate in any decisions deemed to be a conflict of interest. At a minimum, “conflict of interest” is defined as any matter that affects an immediate family member (parent, spouse, child, sibling), or any matter that affects the finances of an individual elder. Failure to notify the Elder Board of potential conflict of interest situations is grounds for discipline up to and including removal. **(Philippians 2:3-5**)

At least every year the Elder Board shall conduct a leadership review with the Eldership, Servant Leaders, Finance Team, and Ministry Leaders of the Church. The purpose of this review shall be for the edification of the leadership of the Church. The Elder Board shall consider any and all suggestions from the Leadership and implement them as aligns with the teachings of Scripture and the Mission and ministries of the Church.

**Section 4: Selection and term of office:** When the Eldership determines that it is necessary to seek out and appoint new elders the Church shall be notified of the need and given opportunity to nominate qualified men in a public forum. Any man who desires to become an Elder may also submit His name for consideration to the Elder Board at any time. The Church shall be notified not less than (14) days in advance of this forum.

A man shall be appointed as an elder by unified consent of the Eldership after he has been tested and proven to meet the Biblical qualification and have undergone the steps outlined in the **Bridge42 Church Elder Process** document. The prospective elder will then be presented to the Church for congregational affirmation and shall be installed as an elder following this affirmation. **(Acts 6:1-7, 1 Timothy 3:1)**

Covenant members have no less than fourteen (14) days prior to the congregational affirmation to raise concerns about any prospective elder.

**Section 5: Removal**: At any time a covenant member may challenge the qualifications of a sitting Elder to remain in the office. Any question a covenant member may have about an Elder remaining in office will first be expressed privately to the Elder. Then, if the question is not resolved privately, it should be brought to the Elder Board. The Elder Board will appoint a team to investigate the concern. The investigating team will consist of one Elder, one male, and one female covenant member. If the concern is substantiated, the Elder will resign from the eldership.

**Article III – Church Staff**

**Section 1: definition of terms**: The Church staff shall consist of pastoral staff and non-pastoral staff. Since the words pastor and elder are used interchangeably in the New Testament, pastoral staff shall be defined as any elder employed by the Church for ministerial services that he provides, whether full-time or part-time. Pastoral staff can either be called from the eldership, from within the covenant membership (in which case the prospective pastor must meet all qualifications and requirements for eldership), or from outside of the Church body. Non-pastoral staff shall be defined as any person who employed by the church for the ministerial and/or support services he or she provides, but is not willing or able to become a member of the eldership. Lay elder is defined as any elder who is not a member of the pastoral staff. The elder board shall maintain a simple majority of lay elders. The congregation shall be notified of any changes in the composition of the Elder Board. **The Personnel Policies and Procedures** shall govern the activities and affairs of both pastoral and non-pastoral staff

**Section 2: Pastoral Staff**: Lay elders shall not receive compensation or salaries for their service. Pastoral staff may receive reasonable compensation for fulfilling their vocational responsibilities as employees of the church. Pastoral Staff shall not vote on nor determine salary, benefits, or housing allowances of any pastoral or non-pastoral staff members.

Pastoral staff shall be hired by the Elder Board to assist the eldership in fulfilling the biblical, ministerial, and leadership responsibilities of the Elders. Responsibilities for which pastoral staff may be hired include but are not limited to. Leadership of the staff, leadership of the elders, direction and vision for the church, direction, vision, leadership, and/or execution of any or all of the ministries of the Church, preaching, teaching, counseling, pastoral care, co-ordination between the Church and other local churches and/or community organizations.

The scope of the role of any member of the pastoral staff is at the discretion of the elders. The elders shall, to the best of their ability, strive to avoid unreasonable strain on any member of the staff either through excessive changes in role, position, and/or compensation, or through excessive demands on any particular staff member.

**Section 3: Non-pastoral staff:** Non-pastoral staff shall be hired by the Elder Board to assist the eldership in fulfilling the biblical, ministerial, and leadership responsibilities of the Elders. Non-pastoral staff may be hired include to provide ministerial services, such as direction, vision, leadership, and/or execution of any ministry or ministries of the Church, as well as to provide support services, such as custodial, secretarial, and/or administrative services. The above list shall not be considered to be an exhaustive list of purposes for which non-pastoral staff can be hired.

**Article IV – The Servant leadership team**

**Section 1: Qualifications**: The minimum qualifications for Servant Leaders shall not be less than the qualifications listed for Deacons in **I Timothy 3:8-13**. In addition to the minimum qualifications given in the Scriptures, Servant Leaders must be Covenant Members, as described in Article 1, who fully subscribe to the **Statement of Faith,** are actively involved in ministry of the church.

**Section 2: Powers & Responsibilities**: The Servant Leadership Team shall, under the leadership of the elders, be responsible for leading the ministries of the church. Servant Leaders shall provide personal support to an individual ministry of the church through leadership, through encouragement of those who participate in that ministry, and through prayer for the ministry.

The Servant Leadership Team shall meet together at regular intervals and keep a calendar of all church events, ministries, and programs. The Servant Leadership shall be responsible for making sure that these events, programs, and ministries are successfully carried out. The Servant Leadership team shall work together to ensure that the physical and material needs of the Church and its covenant members are met.

Servant Leaders shall have the authority to recruit, select, or appoint covenant members in the church to assist them in carrying out their particular area of ministry. Servant Leaders are encouraged to view themselves as leaders of leaders, with their primary goal being to develop a successful ministry team which is able to carry out its responsibilities with or without the Servant Leader’s active participation.

Specific areas of responsibility may be added to, eliminated, or altered at any time at the discretion of the elders.

**Section 3: Selection and Term of office**: Servant Leaders shall be appointed by the elders after he or she has been tested and proven to meet the qualifications stated herein. The church and the Servant Leadership Team will be given time to suggest men and women whom they believe meet the requirements and qualifications when a position is needed to be filled. The prospective Servant Leader will be presented to the Church for congregational affirmation and shall be installed as Servant Leaders after this affirmation.

Covenant members have no less than fourteen (14) days prior to the congregational affirmation to raise concerns about any prospective Servant Leader. However, confirmation will be at the final discretion of the elders.

Servant Leadership Team members shall serve for a term of two years and are eligible to serve consecutive terms without limit on the number of terms.

**Article V – The Finance Team**

**Section 1: Qualifications**: The minimum qualifications for The Finance Team shall not be less than the qualifications listed for Deacons in **I Timothy 3:8-13**. In addition to the minimum qualifications given in the Scriptures, Finance Team members must be Covenant Members, as described in Article 1, who fully subscribe to the **Statement of Faith,** are actively involved in ministry of the church.

**Section 2 – Powers & Responsibilities:** The Finance Team shall, under the leadership of the elders, be responsible for the financial oversight of the Church. The Finance team shall create an annual budget to be submitted to the Elder Board for affirmation no later than August 15th and then to the Church for congregational vote no later than October 1st. The Finance Team shall assist the elders in overseeing the budget of the Church particularly in determining the prudence and financial feasibility of special expenses over and above the annual budget as well as unusually large individual expenses within the Church budget.

The finance team shall receive and deposit in the name of the church in a bank in the State of North Carolina (said bank having been designated by the Elder Board as the depository) all monies received through all channels, and pay all expenses incurred by the church. The Finance Team shall keep an orderly set of books of all financial transactions, exhibiting with clarity all receipts and disbursements.

The Finance Team shall receive the empty collection envelopes after the money has been removed and counted and from these envelopes shall give donors individual credit. The Finance Team shall ensure that all offerings are counted weekly and are properly recorded. This includes all receipts from envelopes, plate, or loose, and miscellaneous or special offerings. The Finance Team shall also be responsible for preparing annual Record of Contributions to all contributing members.

**Section 3 – Selection and Term of office:** Finance Team Members shall be appointed by the Elder Board after they have been tested and proven to be trustworthy and honest. The Church and the Finance Team will be given time to suggest men and women whom they believe meet the requirements and qualifications when a position is needed to be filled. The prospective Team Member will be presented to the Church for congregational affirmation and shall be installed as a Team Member after this affirmation.

Covenant members have no less than fourteen (14) days prior to the congregational affirmation to raise concerns about any prospective Team Member. However, confirmation of the will be at the final discretion of the elders.

Finance Team members shall serve for a term of two years and are eligible to serve consecutive terms without limit on the number of terms.

**Section 3: Administrator**: The Administrator shall be hired or appointed by the elders to assist the Finance Team in carrying out any and all duties assigned herein, or any additional duties assigned to it by the elders. The hours and compensation of the administrator shall be determined by the elders. The Finance Team should be consulted in these matters, but finally the final decision rests with the Eldership.

The Administrator shall serve as a permanent member of finance team. The Administrator shall, under the leadership of the elders, and in consultation with the Finance Team, oversee the day-to-day financial operations of the Church and of the Church Staff.

The Administrator shall keep a complete and accurate record of all church conferences of the church, keeping a correct roster of the membership, and compiling the Annual Reports of the church to the Association.

**Article VI – Meetings**

**Section 1: Worship opportunities**: In accordance with the mission of the Church as stated in Article II of The Church Constitution, the Church shall provide regular opportunities for public corporate worship. The Eldership shall be responsible for the content and construction of public worship opportunities. Public worship shall be carried out by The Church under the leadership and direction of the Eldership. **(Hebrews 10:25; 1 Corinthians 14:26-33**

**Section 2: Small group opportunities**: In accordance with the mission of the Church as stated in Article II of The Church Constitution, the Church shall provide sufficient opportunity or Small Group fellowship and discipleship. Small group opportunities may include, but are not limited to LifeGroups, Men’s & Women’s Ministry, Sunday School, Discipleship Classes, Community Service/Missions groups, and Student and Children’s Ministry small groups. The leaders of small groups shall be selected by the appropriate staff members and/or ministry leaders with the approval of and under the leadership of the Eldership. **(Acts 2:42-47)**

**Section 3: Opportunities for missions and service**: In accordance with the mission of the Church as stated in Article II of The Church Constitution, the Church shall provide sufficient opportunities for missions and service. Missions and service opportunities shall be led by the elders or by staff members, servant leaders, or other ministry leaders or participants with the approval of and under the leadership of the Eldership. **(James 1:27)**

**Section 4 – Business Meetings:** The Elder Board shall hold, or cause to be held, regular business meetings of the covenant members of the church. Meetings should take place at least once every three (3) months and may be held more frequently at the elder’s discretion. Business meetings are for the purpose of communicating with covenant members, seeking congregational feedback and/or input, presenting new elders and/or servant leadership, voting on matters as outlined in Article I section 2, and providing financial information and updates. Business meetings shall be conducted by any or all of the Eldership or by a duly appointed representative speaking on behalf of the Eldership. **(Acts 15)**

**Article VII: Amendments**

The Church constitution and these bylaws or any provision contained herein may be altered, amended or repealed, and new bylaws may be adopted in accordance with the provisions of Article II sections 2 and 3 and a passing vote of the covenant members of the Church. All other policies and documents of the church including, but not limited to, **The Church Discipline Guidelines, The Membership Covenant, The Bridge42 Church Elder Process**, and the **Personnel Policies and Procedures** may be altered, amended or repealed according to the provisions in Article II sections 2 & 3.